SEXISM, SEXUAL HARASSMENT AND SEXUAL ASSAULT: TOWARD CONCEPTUAL CLARITY

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Abstract

This research focuses on creating conceptual distinctions among sexual harassment, sexist behaviors and sexual assault and creating a first attempt at delineating the empirical relationships among them. Data are from the "2004 Workplace and Gender Relations Survey of Reserve Components" (WGRR), which was designed both to estimate the level of sexual harassment and provide information on a variety of consequences of harassment. Results suggest that a sexist environment is one that facilitates both environmental and individualized sexually harassing behaviors, and in such "climates" assault is far more likely to occur. Active policy efforts to reduce sexist and harassing behaviors can make a major difference in the likelihood of such events. This analysis suggests that a focus on environmental harassment might be very effective because such public, "visible" actions are identifiable and subject to policy intervention.

Contents

Introduction

Sexual harassment in the workplace has been the focus of much academic research across disciplines as well as gaining much media attention. Research shows that sexual harassment is a widespread phenomenon with negative consequences for both individuals and organizations, some of which are very serious. For example, targets have been found to experience career interruptions, lowered productivity, lessened job satisfaction, lowered self-confidence, loss of motivation, physical health ailments, and loss of commitment to work (Crull, 1982; DiTomaso, 1989; Fitzgerald, Hulin, and Drasgow, 1994; Gutek, 1985; Gutek and Koss, 1993, USMSPB, 1981, 1987, 1995). For the organization, legal damages are minor compared with costs of reduced productivity, turnover, absenteeism, employee transfers, loss of company loyalty, low levels of job satisfaction, and health costs (Dansky & Kilpatrick, 1997; Faley, 1991; Niebhur, 1997).

The original definition of sexual harassment as defined by the U.S. Merit Service Protection Board (USMSPB) was "deliberate or repeated unsolicited verbal comments, gestures, or physical contact of a sexual nature which are unwelcome" (USMSPB, 1981). The initial definition was expanded to include any conduct of a sexual nature which created "an intimidating, hostile, or offensive working environment" (USMSPB, 1988; 1995). Even the expanded definition is criticized for being so broad, however, that empirical and theoretical inconsistencies arising from specific studies remain (Schneider, 1982).

For instance, definitions are disparate and often discipline-specific, which further confounds clear conceptualizations (Terpstra and Baker, 1986). Recognizing that considerable overlap exists, most researchers use the definitions specific to their discipline. Sociologists focus on environmental variables at both the societal and organizational levels (e.g., power/status differences); psychologists focus on individual variables (e.g., sexist attitudes); economists look at labor market issues (e.g., who benefits?); while organizational/business studies use work structures (e.g., formal/informal hierarchies). As a result, the body of literature available on the topic is disparate and often useful only within a specific discipline.

Because the defining criteria for identifying sexual harassment was “uninvited” and “unwanted,” other complicating factors lie in the perceptions and evaluations of being “unwanted.” Definitions of “acceptable” versus “unwanted” are likely to differ vastly between the perpetrators and the targets (Baker, Terpstra and Cutler, 1990; Fitzgerald and Ormerod, 1991; Loredo, Reid and Deaux, 1995; Saal, 1996; Sev’er and Ungar, 1997).

Perhaps most problematic is that virtually any behavior, including requests for dates, pressure for sexual activities, comments, jokes, and attempted and forcible rape can constitute sexual harassment. Many argue that individual definitions of these behaviors as sexual harassment could vary systematically depending on individual characteristics as well as the specific contexts in which the behavior occurred. In other words, some argue that sexual harassment appears highly subjective, and the experiences of women and men are variable and open to alternative explanations (Gorden, 1981).

The fact remains that the definition of sexual harassment includes such a wide spectrum of behaviors, including legally defined harassment, sexist behaviors, and sexual assault, and these behaviors may overlap in real life situations. Thus there is still a lack of conceptual distinction among them as well as a paucity of research attempting to sort through the various conceptualizations. This research focuses on creating conceptual distinctions among sexual

harassment, sexist behaviors and sexual assault, while creating a first attempt at delineating the empirical relationships among them.

Definitions of Sexual Harassment

Sexual harassment in the workplace can be divided into two forms, both of which are defined legally. The *quid pro quo* type is the easiest to identify and although frequencies are low, it is the most likely one to be challenged. This form includes the exchange of work-related benefits or consequences for sexual favors through bribes, threats or even physical force (see Firestone and Harris, 1994).

The second form, environmental harassment, includes unwanted sexualized actions to alter, interfere with or affect one's work performance by creating a hostile and offensive work climate (Firestone and Harris, 1994; Sev'er, 1999). The definition of this second type of harassment is considered a little more blurry. One problem was how to ascertain whether an act is "unwanted;" another was deciding on whom the burden of proof should fall that the action was against the individual's will. Expectations of economic losses and/or psychological pain due to the harassment have also been an issue. Some courts demand that targets have proof of both before claims of environmental harassment can be made. Two Supreme Court rulings may help put to rest the belief that assessments of environmental harassment are subjective. First, the "reasonable" woman standard grants any woman classified as reasonable to assess whether she is being subject to harassment or to acceptable behaviors (e.g., teasing, fun jokes, etc., Greenhouse, 1993; Wells and Kracher, 1993). Second, the ruling that "psychological stress" does not have to be documented by medical professionals establishes precedent for allowing women to interpret their own experiences within the boundaries of the organization (Wells and Kracher, 1993).

> As noted by Ormerod, et al. (2005) in their conclusion:
> Empirical research to date suggests that reducing sexual harassment and other unprofessional, gender-related behavior, recruiting and promoting women into positions of leadership, creating gender-balanced work environments, and creating an *organizational climate where complaints of sexual harassment and assault are taken seriously, responded to swiftly, and where such behavior is sanctioned, can help to reduce the occurrence of sexual assault*. [Emphasis added]

Importantly for this analysis, sexual harassment was defined in the "2004 Workplace and Gender Relations Survey of Reserve Component Members (WGRR)" in three different categories. The first, "crude/offensive behavior" included verbal and/or nonverbal behaviors of a sexual nature that were offensive or embarrassing (e.g., whistling, staring, leering, and ogling (Lipari, Lancaster and Jones: 39).

Sexism

Sometimes labeled gender harassment, sexism includes generalized sexual or sexist comments or behaviors that insult, degrade or embarrass women. Sexist attitudes are typically based on stereotypical views of gender appropriate behavior (De Judicibus and McCabe, 2001). As conceptualized by Bem (1974), typical masculine traits include rationality, risk taking, and aggression. Feminine traits include nurturance, emotional expressiveness, and self-subordination. These attitudes result in the stereotypical beliefs that women are inferior to men, particularly in the paid workplace, and that men have the prerogative to initiate sexual behavior

of any kind and to use pressure to achieve it when necessary (Bartling and Eisenman, 1993; Walker, Rowe, and Quinsey, 1993). Thus, an environment can be sexist, although the behaviors creating that situation may not constitute the legal definition of sexual harassment.

Sexism relates to both sexual harassment and sexual assault because people with sexist attitudes are unlikely to believe a target who says the behavior was unwanted, and may blame the target for having in some way encouraged the perpetrator (Valentine-French and Radtke, 1993). Importantly, people are likely to take stronger actions when they are certain that the situation will be perceived as sexual harassment by others (Fitzgerald, Swan and Fischer, 1995).

In the "2004 Workplace and Gender Relations Survey of Reserve Component Members (WGRR)," sexist behaviors were defined as verbal and/or nonverbal behaviors that convey insulting, offensive, or condescending attitudes based on the gender of the member (Lipari, Lancaster and Jones, 2005: 39).

Sexual Assault

The definition of sexual assault and rape has evolved from one designed to control to "competing male interests in controlling sexual access to females, rather than protecting women's interests in controlling their own bodies and sexuality" (Greenberg, Minow and Roberts, 2004: 776; Hasday, 2000) to a code focused on the use of force and lack of consent (Lyon, 2004). The term sexual assault has been used to describe a large range of nonconsensual sexual behaviors from kissing and/or touching to coerced penetration by physical force or threat of force. While most people have a "script" about rape which plays in their mind, proving a case legally is typically not as clear cut. For example, how do you show someone was forced against his/her will. To coerce someone into having sex requires intent on the part of the perpetrator—accidentally doing something which causes another to have sex with you is not rape, regardless of the willingness of the victim (Conly, 2004). Furthermore, if a victim is considered incapable of giving consent (due to age, mental/physical status, intoxication, etc.) the act may also be considered rape or sexual assault. To confuse matters even more, attempted rape is often considered the equivalent of actual rape. Furthermore, sometimes rape is considered as an extreme form of sexual harassment. Whether rape is subsumed under sexual harassment, or sexual harassment is considered a form of rape, conceptual distinctions between the two become clouded and provide some with the evidence to contend that wrong sexual behaviors are in the eye of the beholder.

> The Uniform Code of Military Justice (UCMJ) defines sexual assault as:
> …a crime…; intentional sexual contact, characterized by use of force, physical threat or abuse of authority or when the victim does not or cannot consent. Sexual assault includes rape, nonconsensual sodomy (oral or anal sex), indecent assault (unwanted, inappropriate sexual contact or fondling), or attempt to commit these acts. … "Consent" shall not be deemed or construed to mean the failure by the victim to offer physical resistance (DOD, 2004).

Military crime statistics for 2005 indicated that 2,374 total sexual assaults were reported by or against service members (DOD, 2005). However, past research suggests that few individuals (the range of reported incidences is from 15 percent – 25 percent) report sexual assault to authorities (Clay-Warner and Burt, 2005; Harned, et al., 2002). Past research also indicated that the risk of workplace assault may be higher for women in male-dominated

occupations (Dekker and Barling, 1998; Frank, Brogan and Schiffman, 1998; Haavio-Mannila, Kauppinen-Toropainen and Kandolin, 1998; Sadler, et al., 2003).

Clearly the researcher's understanding and conceptualization of rape and other forms of sexual assault affect how they are measured and determine which behaviors are included or excluded as part of that definition.

As Conlye (2004: 121) notes:

> To subsume all areas of sexual wrong under the heading of rape does a disservice to all concerned. It hurts those whose laudable goal is just to show that sex can be dark and hurtful…It is bad for those who are aggressors in any sexual situation, who may feel that, as long as they have not committed rape, their actions are morally neutral…This may be a case where analytical philosophy, with its *conceptual distinction and semantic precision* can indeed explain something to our sense of order… [Emphasis added].

For the following analyses, sexual assault was defined as attempted and/or actual sexual relations without the members consent and against his or her will (Lipari, Lancaster and Jones, 2005: 39; Lipari, Shaw and Rock, 2005). This definition is consistent with the DOD's new definition of sexual assault (DOD, 2004).

The Survey

The 2004 WGRR was designed to both estimate the level of sexual harassment and provide information on a variety of consequences of harassment (Bastian, Lancaster and Reyst, 1996). The WGRR was modeled on its predecessors in 1988, 1995 and 2002 to incorporate the best practices and survey measures developed over 15 years of DMDC survey research on sexual harassment in the active duty military population. However, survey items were adapted to the organizational elements of the Reserve and National Guard. Survey content was informed by findings from focus groups that were held with Reserve component members in January of 2001, with researchers from DMDC administering paper-and-pencil surveys to each of the four sessions—male officers, female officers, male enlisted and female enlisted comprising each group. Participants for the focus group were selected by Reserve Affairs.

The Sample

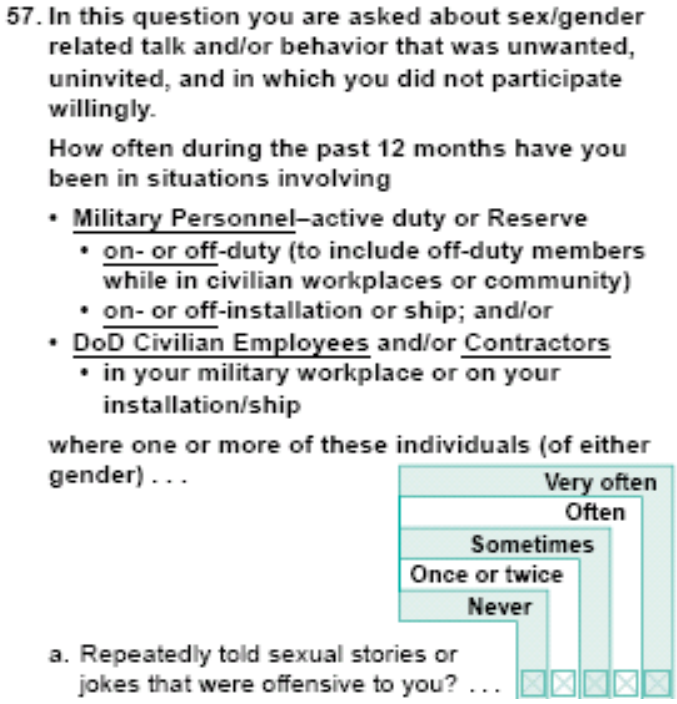
The sample consisted of a non-proportional, stratified, single stage, random sample of 76,031 members of drilling units, military technicians, Active Guard/Reserves and Individual Mobilization Augmentee (IMA) members of the selected Reserve from the U.S. Army National Guard, U.S. Army Reserve, U.S. Naval Reserve, U.S. Marine Corps Reserve, Air National Guard, U.S. Air Force Reserve and U.S. Coast Guard Reserve (DMDC, 2005), including individuals in grades O-6 or lower. All members of the sampling frame had at least seven months of service at the time the survey was mailed. The sampling frame consisted of 876,303 records from the July 2003 Reserve Personnel Edit file. The sample was stratified based on sex, pay grade, race/ethnicity, reserve program and activation status (DMDC, 2005.) From the sample frame, 67,459 were considered eligible for inclusion in the final data base (DMDC, 2005).

Surveys were administered beginning March 2004 with mailed notifications to eligible sample members. Up to four additional notifications were mailed throughout the field period. In

addition, eligible sample members with valid email addresses could have received up to three email reminders until the survey was returned. Up to three attempts were made to mail a survey to eligible sample members. Overall the response rate was 42.13 percent (Reimer, 2005) with a final sample size of 29,369, including 14,311 males and 15,058 females. The DMDC full weight was employed to generate estimates of numbers of events for the total reserve forces, and this weight was normalized (dividing the respondent's weight by the mean weight value) to obtain more meaningful indicators of statistical significance.

Variable Construction

The main variables related to sexual assault, sexual harassment and sexist behavior derive from a set of 19 questions introduced as follows:



57. In this question you are asked about sex/gender related talk and/or behavior that was unwanted, uninvited, and in which you did not participate willingly.

How often during the past 12 months have you been in situations involving

- Military Personnel–active duty or Reserve
  - on- or off-duty (to include off-duty members while in civilian workplaces or community)
  - on- or off-installation or ship; and/or
- DoD Civilian Employees and/or Contractors
  - in your military workplace or on your installation/ship

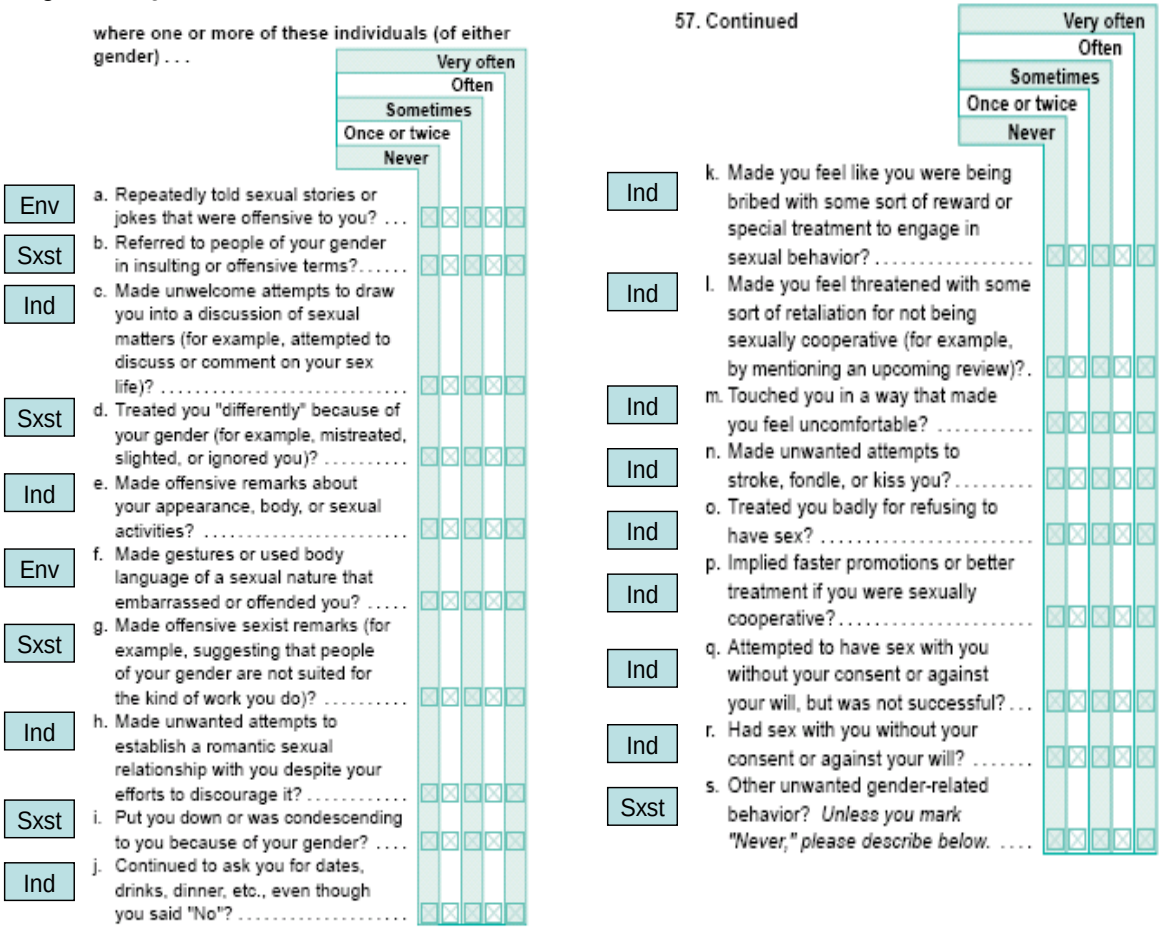
where one or more of these individuals (of either gender) . . .

Very often
Often
Sometimes
Once or twice
Never

a. Repeatedly told sexual stories or jokes that were offensive to you? . . .

The full set of 19 items is reproduced below in Figure 1. The text box beside each question classifies the item as an indicator of environmental sexual harassment, individualistic sexual harassment or sexist behavior that would not be classified as sexual harassment. The Defense Management Data Center has developed a more elaborate conceptualization for these variables, identifying crude/offensive behavior (items a, c, e, and f in Figure 1), unwanted sexual attention (items h, j, m, and n) and sexual coercion (items p and q) as subsets of sexual harassment, and each of these dimensions are distinct from sexist behavior (items b, d, g, and i), sexual assault (items q and r) and other sex-related behaviors (item letter s). These dimensions are illustrated in Figure 2.

Figure 1: Questions Focused on Harassment Behaviors



Env = Environmental Harassment Ind = Individual Harassment Sxst = Sexist Behavior but Not Sexual Harassment

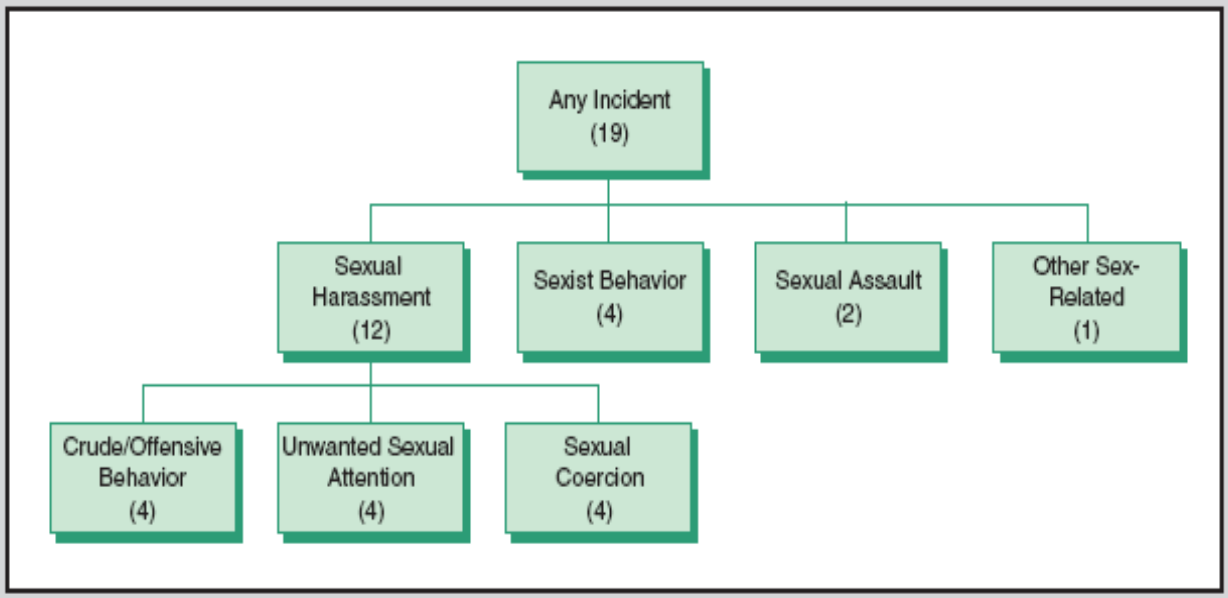
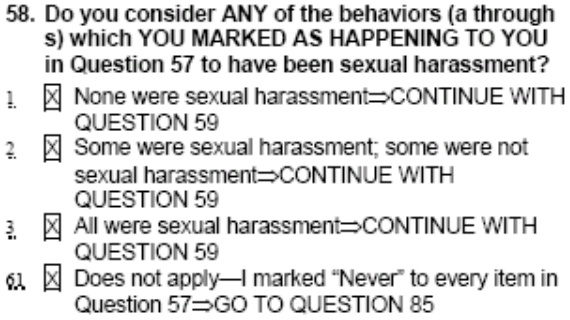


Figure 3.1
Survey Measure of Sexual Harassment and Unprofessional, Gender-Related Behavior

Source: DMDC Report 2003-026.pdf, p. 11.

Beyond the core questions, respondents were also asked if they considered any of the behaviors they experienced to constitute sexual harassment, as illustrated below.



58. Do you consider ANY of the behaviors (a through s) which YOU MARKED AS HAPPENING TO YOU in Question 57 to have been sexual harassment?

1. ☒ None were sexual harassment⇒CONTINUE WITH QUESTION 59
2. ☒ Some were sexual harassment; some were not sexual harassment⇒CONTINUE WITH QUESTION 59
3. ☒ All were sexual harassment⇒CONTINUE WITH QUESTION 59
61. ☒ Does not apply—I marked "Never" to every item in Question 57⇒GO TO QUESTION 85

This question allows examination of the extent to which survey respondents considered the "unwanted" and "uninvited" behaviors in which they "did not participate willingly" to warrant the label "sexual harassment."

Results on Labeling Behaviors as Sexual Harassment

Table 1 provides results on the relationships between reports of different types of sexual behaviors and whether or not respondents classified any of them as sexual harassment. Most noteworthy is that across all measures, women are more likely than men to identify some behaviors as sexual harassment, with well over half of women in every comparison responding that some or all of the behaviors warrant this classification. Not surprisingly, the coercive behavior measure produces the largest percentages identifying sexual harassment for both men and women, while the crude behavior measure produces the smallest percentages. Unwanted sexual attention is right in the middle between the other two scales. It is important to note, however, that we cannot link the label of sexual harassment back to any specific behavior due to the structure of the questionnaire.

The DMDC crude behavior measure includes the two measures that we classified as environmental as well as two of the individualistic items. These are sorted out in Table 1 as "crude environmental" and "crude individualistic" behaviors. Interestingly, both of these sub-indicators produce higher percentages classifying some behaviors as harassment than when they are combined. This may reflect slightly different numbers of cases because there are more missing values when all four variables are used at once than when only two variables are combined at a time. The most important issue, however, is that the more public the environmental behaviors may be, the more subject they are to policy control rather than those that are more private, personal, and individualistic behaviors.

Table 1: Relationships Between Harassment Behaviors and Perceptions of Sexual Harassment

				None	Some	Total	Gamma
			Crude Behavior				
1	Males	Label Harassment?	0 None Sex. Har.	93.31	86.39	87.45	
			1 Some/All Sex. Har.	6.69	13.61	12.55	0.37
			Total	100.00	100.00	100.00	
2	Females	Label Harassment?	0 None Sex. Har.	81.91	46.69	54.80	
			1 Some/All Sex. Har.	18.09	53.31	45.20	0.68
			Total	100.00	100.00	100.00	
			Coercive Behavior				
1	Males	Label Harassment?	0 None Sex. Har.	89.33	57.14	87.40	
			1 Some/All Sex. Har.	10.67	42.86	12.60	0.73
			Total	100.00	100.00	100.00	
2	Females	Label Harassment?	0 None Sex. Har.	61.80	11.76	54.68	
			1 Some/All Sex. Har.	38.20	88.24	45.32	0.85
			Total	100.00	100.00	100.00	
			Unwanted Sexual Attention				
1	Males	Label Harassment?	0 None Sex. Har.	91.88	65.76	87.31	
			1 Some/All Sex. Har.	8.12	34.24	12.69	0.71
			Total	100.00	100.00	100.00	
2	Females	Label Harassment?	0 None Sex. Har.	75.09	32.61	54.81	
			1 Some/All Sex. Har.	24.91	67.39	45.19	0.72
			Total	100.00	100.00	100.00	
			Crude Environmental Behavior				
1	Males	Label Harassment?	0 None Sex. Har.	93.89	84.03	87.41	
			1 Some/All Sex. Har.	6.11	15.97	12.59	0.49
			Total	100.00	100.00	100.00	
2	Females	Label Harassment?	0 None Sex. Har.	75.29	44.47	54.84	
			1 Some/All Sex. Har.	24.71	55.53	45.16	0.58
			Total	100.00	100.00	100.00	
			Crude Individualistic Behavior				
1	Males	Label Harassment?	0 None Sex. Har.	94.12	82.55	87.43	
			1 Some/All Sex. Har.	5.88	17.45	12.57	0.54
			Total	100.00	100.00	100.00	
2	Females	Label Harassment?	0 None Sex. Har.	78.00	36.48	54.77	
			1 Some/All Sex. Har.	22.00	63.52	45.23	0.72
			Total	100.00	100.00	100.00	
			Individual Harassment Behavior*				
1	Males	Label Harassment?	0 None Sex. Har.	95.68	82.43	87.37	
			1 Some/All Sex. Har.	4.32	17.57	12.63	0.65
			Total	100.00	100.00	100.00	
2	Females	Label Harassment?	0 None Sex. Har.	85.20	40.77	54.65	
			1 Some/All Sex. Har.	14.80	59.23	45.35	0.79
			Total	100.00	100.00	100.00	

* Individual, Any last year, excluding assault

Table 2 expands on the environmental theme, identifying those who reported no environmental behavior, those experiencing either the repeated jokes type of experience or the gestures and sexual body language, and those reporting both of these types of experiences. It is striking that the combination of these two behaviors makes a large difference for both men and women. Nearly 32 percent of men report something as sexual harassment if they identified both of these behaviors and nearly 74 percent of women report something as sexual harassment.

Table 2: Number of Environmental Experiences (0, 1 or 2) by Whether Respondent Labeled Experience Harassment

		Environmental Experiences				
	Labeled Harassment?	**None**	**Yes, 1**	**Yes, 2**	**Total**	**Gamma**
1 Males	1 None	93.92	91.36	68.33	87.41	
	2 Some yes, Some no	5.49	6.92	27.53	10.75	0.55
	3 All	0.60	1.72	4.14	1.84	
	Total	100.00	100.00	100.00	100.00	
2 Females	1 None	75.33	60.65	26.27	54.88	
	2 Some yes, Some no	20.10	33.68	59.04	37.01	0.55
	3 All	4.56	5.68	14.68	8.11	
	Total	100.00	100.00	100.00	100.00	

Results on Attempted/Actual Sexual Assault

Table 3 links the various harassment behavior measures to the likelihood of reporting attempted or actual sexual assault. What stands out most prominently is that reports of sexual assault are extremely rare unless some of the other behaviors are also identified. Where coercive behaviors are reported, over 48 percent of the men and over 22 percent of the women also report attempted or actual sexual assault. Unwanted sexual attention produces the next highest likelihood, 19.2 percent for the men and 8.6 percent for the women. The gamma statistic tends to emphasize, some would say exaggerate, the strength of relationship when one or the other outcome is very rare. This is sometimes referred to as a "problem" of conditionally perfect relationship. In this situation, the statistic is particularly useful to emphasize that there are circumstances in which reports of assault virtually never occur. Again, in the absence of public scrutiny, environmental behaviors leading to sexual assault is very rarely reported. Note that it is not plausible to conclude that those who experience sexual assault begin to identify other forms of behavior as problematic, constituting sexual harassment. The other behaviors are so prevalent and assault is so comparatively rare that the causal direction is not really ambiguous.

Table 3: Relationships Between Harassment Behaviors and Reports of Attempted/Actual Assault

			None	Some	Total	Gamma
			Crude Behavior			
1 Males	Assault	0 No	99.91	96.49	99.19	
		1 yes	0.09	3.51	0.81	0.95
		Total	100.00	100.00	100.00	
2 Females	Assault	0 No	99.79	95.01	97.98	
		1 yes	0.21	4.99	2.02	0.92
		Total	100.00	100.00	100.00	
			Coercive Behavior			
1 Males	Assault	0 No	99.93	51.52	99.19	
		1 yes	0.07	48.48	0.81	0.99
		Total	100.00	100.00	100.00	
2 Females	Assault	0 No	99.38	77.63	97.95	
		1 yes	0.62	22.37	2.05	0.96
		Total	100.00	100.00	100.00	
			Unwanted Sexual Attention			
1 Males	Assault	0 No	99.99	80.80	99.19	
		1 yes	0.01	19.20	0.81	0.99
		Total	100.00	100.00	100.00	
2 Females	Assault	0 No	99.86	91.39	97.95	
		1 yes	0.14	8.61	2.05	0.97
		Total	100.00	100.00	100.00	
			Crude Environmental Behavior			
1 Males	Assault	0 No	99.92	95.49	99.19	
		1 yes	0.08	4.51	0.81	0.97
		Total	100.00	100.00	100.00	
2 Females	Assault	0 No	99.57	94.66	97.98	
		1 yes	0.43	5.34	2.02	0.86
		Total	100.00	100.00	100.00	
			Crude Individualistic Behavior			
1 Males	Assault	0 No	99.90	94.82	99.19	
		1 yes	0.10	5.18	0.81	0.97
		Total	100.00	100.00	100.00	
2 Females	Assault	0 No	99.73	93.22	97.98	
		1 yes	0.27	6.78	2.02	0.93
		Total	100.00	100.00	100.00	
			Individual Harassment Behavior*			
1 Males	Assault	0 No	99.99	94.72	99.18	
		1 yes	0.01	5.28	0.82	0.99
		Total	100.00	100.00	100.00	
2 Females	Assault	0 No	99.93	93.93	97.93	
		1 yes	0.07	6.07	2.07	0.98
		Total	100.00	100.00	100.00	

* Individual, Any last year, excluding assault

Table 4 presents a preliminary attempt to develop a predictive logistic regression model, differentiating between different forms of sexual behaviors and introducing contextual variables that may be useful in understanding the occurrence of sexual assault. Focusing on the model for males, it is clear that the analysis is flawed. The coefficients associated with individual harassment, excluding assault, are both extremely large and not statistically significant. They are not significant because there are so few cases of assault in the absence of other individual harassment behaviors (see Table 3). The numbers are large because virtually all reported assaults are associated with the reports of other individualistic behaviors. If one were to attempt to interpret the Exp(B) value one would say the odds of reported assault increase by over seven million times in the presence of other individual harassment. Of course, this is not a meaningful or useful statistical statement, but it does reinforce the point that assault is *far* more likely to occur when other problematic behaviors are also identified.

Table 4: Logistic Regression Models Predicting the Probablility of Reporting Attempted or Actual Sexual Assault

	Assault - Males			**Assault - Females**			**Assault - Total**		
	B	Sig.	Exp(B)	B	Sig.	Exp(B)	B	Sig.	Exp(B)
Individual Harassment	15.78	0.96	7122585.58	3.37	0.00	29.22	4.35	0.00	77.36
Environmental Harassment	0.54	0.11	1.71	0.57	0.10	1.77	0.58	0.01	1.79
Sexist Behavior	1.20	0.00	3.31	0.31	0.00	1.36	0.91	0.00	2.47
Female	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	-0.92	0.00	0.40
Army Nat. Guard	-1.18	0.35	0.31	-0.16	0.91	0.86	-0.64	0.50	0.53
Army Reserves	-0.55	0.66	0.58	0.03	0.98	1.03	-0.15	0.87	0.86
Naval Reserves	-0.36	0.78	0.70	-0.04	0.98	0.96	0.02	0.99	1.02
Marine Reserves	-1.07	0.42	0.34	-0.22	0.89	0.80	-0.66	0.51	0.52
Air Nat. Guard	-0.45	0.72	0.64	-0.28	0.85	0.76	-0.18	0.85	0.84
Air Force Reserves	-0.51	0.70	0.60	-1.44	0.38	0.24	-0.65	0.52	0.52
Married	0.03	0.89	1.03	-0.27	0.30	0.76	-0.06	0.69	0.94
DeployDUM	0.09	0.64	1.10	0.11	0.63	1.12	0.05	0.73	1.05
OFFICER	-0.10	0.81	0.90	0.04	0.93	1.05	-0.02	0.96	0.98
JREnlisted	0.77	0.00	2.16	0.74	0.01	2.09	0.73	0.00	2.08
HISP	-0.57	0.05	0.57	-0.58	0.17	0.56	-0.45	0.05	0.64
BLACK	-0.37	0.15	0.69	-0.06	0.81	0.94	-0.11	0.55	0.90
OTHRACE	0.02	0.95	1.02	-0.08	0.86	0.93	0.12	0.62	1.13
COLLDEG	-0.32	0.36	0.72	-0.50	0.24	0.61	-0.45	0.09	0.64
SOMECOLL	0.18	0.48	1.19	-0.17	0.56	0.85	0.06	0.76	1.06
Constant	-21.10	0.94	0.00	-7.31	0.00	0.00	-9.21	0.00	0.00
	-2LL	Cox & Snell	Nagelkerke	-2LL	Cox & Snell	Nagelkerke	-2LL	Cox & Snell	Nagelkerke
	833.09	0.05	0.57	637.06	0.05	0.29	1544.61	0.05	0.46

The lack of statistical significance for most of the variables in Table 4 is due to the overwhelming impact of the individual harassment variable. Therefore, this variable has been removed for the results presented in Table 5. Many of the other variables become statistically significant in this analysis, partly due to the large sample size. Junior enlisted reservists are among those most likely to report assault. Deployment status appears to increase the likelihood. Hispanic males, females, and black males are less likely to report assault. Being married decreases the likelihood for women and there are some differences by branch among the reserve units, especially for the males.

Nevertheless, the most prominent variables for men and women and for the two combined are environmental harassment and sexist behavior. Strikingly, in the analysis for

males and females combined, the coefficient for sex of respondent indicates that once the other variables are controlled, women are *less* likely to report assault than are the men.

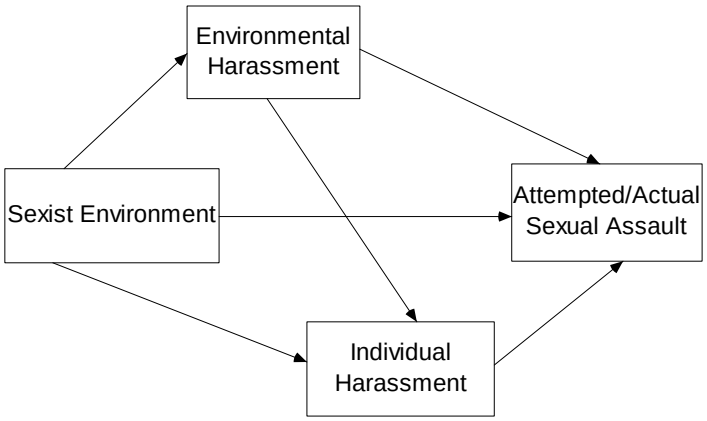
Table 5: Logistic Regression Models Predicting the Probablility of Reporting Attempted or Actual Sexual Assault
(Excluding Individual Harassment from the Analysis)

	Assault - Males			**Assault - Females**			**Assault - Total**		
	B	Sig.	Exp(B)	B	Sig.	Exp(B)	B	Sig.	Exp(B)
Individual Harassment	Excluded	Excluded	Excluded	Excluded	Excluded	Excluded	Excluded	Excluded	Excluded
Environmental Harassment	1.76	0.00	5.82	1.55	0.00	4.73	1.74	0.00	5.72
Sexist Behavior	1.41	0.00	4.09	0.49	0.00	1.63	1.12	0.00	3.07
Female	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	-0.98	0.00	0.38
Army Nat. Guard	-1.10	0.00	0.33	-0.05	0.85	0.95	-0.51	0.00	0.60
Army Reserves	-0.48	0.03	0.62	0.18	0.49	1.20	-0.02	0.89	0.98
Naval Reserves	-0.27	0.23	0.76	0.07	0.79	1.08	0.15	0.40	1.16
Marine Reserves	-1.06	0.00	0.35	-0.18	0.56	0.84	-0.59	0.00	0.55
Air Nat. Guard	-0.31	0.17	0.73	-0.22	0.42	0.81	-0.05	0.79	0.96
Air Force Reserves	-0.47	0.04	0.62	-1.41	0.00	0.25	-0.59	0.00	0.56
Married	-0.02	0.60	0.98	-0.32	0.00	0.72	-0.12	0.00	0.89
DeployDUM	0.18	0.00	1.19	0.17	0.00	1.19	0.13	0.00	1.14
OFFICER	-0.22	0.00	0.80	-0.08	0.40	0.92	-0.14	0.02	0.87
JREnlisted	0.83	0.00	2.30	0.80	0.00	2.22	0.78	0.00	2.18
HISP	-0.57	0.00	0.57	-0.52	0.00	0.60	-0.42	0.00	0.66
BLACK	-0.36	0.00	0.70	0.00	0.95	1.00	-0.07	0.03	0.93
OTHRACE	-0.10	0.07	0.90	-0.01	0.87	0.99	0.08	0.09	1.08
COLLDEG	-0.23	0.00	0.80	-0.50	0.00	0.61	-0.38	0.00	0.68
SOMECOLL	0.23	0.00	1.26	-0.13	0.02	0.88	0.11	0.00	1.12
Constant	-7.49	0.00	0.00	-5.84	0.00	0.00	-7.05	0.00	0.00
	-2LL	Cox & Snell	Nagelkerke	-2LL	Cox & Snell	Nagelkerke	-2LL	Cox & Snell	Nagelkerke
	26809.29	0.05	0.54	20242.29	0.04	0.23	49459.78	0.04	0.42

Conclusion

Appendices A, B, and C provide an overview of a variety of methodological and conceptual issues related to the production of this report. Different computational strategies can influence the numbers of respondents in the analysis and the proportions of incidents considered to be problematic (e.g., sexual harassment). In this analysis it has been shown that different types of behaviors may be more or less likely to be labeled by the survey respondents as constituting sexual harassment. Regardless of label, the behaviors are identified as "unwanted" and "uninvited" and in which the respondents "did not participate willingly." The definition of the "victim" is probably far less important than the fact of the behavior. This becomes particularly clear in the attempts to develop predictive models of the prevalence of attempted or actual sexual assault. Reports of harassment-type behaviors, closely followed by reports of sexist behaviors, are prominently the most important predictors of reported assault. In the absence of individual and/or environmental harassing behaviors, assault is virtually never reported.

Figure 3
Explanatory Model to Predict Attempted
and/or Actual Sexual Assault



Basically, it appears that a sexist environment is one that facilitates both environmental and individualized sexually harassing behaviors, and in such "climates" assault is far more likely to occur (see Figure 3). Does this really make any difference? Using the full weights provided by DMDC, based on this 2004 of survey reserve units there should have been 4,983 actual rapes in the previous twelve months; 3,924 to males and 1,059 to females. Additionally, the sample results suggest 7, 253 attempted rapes; 4,861 to males and 2,392 to females. Active policy efforts to reduce sexist and harassing behaviors can make a major difference in the likelihood of such events. This analysis suggests that a focus on environmental harassment might be very effective because such public, "visible" actions are identifiable and subject to policy intervention.

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Appendix A

Thoughts on Computing Indicators of Sexual Harassment/Sexual Assault

When computing indicators (scales, indices), there are few problems if all respondents answer all of the questions of interest (no missing values for the set of variables). However, when there are missing values, different computational approaches can produce different outcomes. For example:

(Example 1) COMPUTE FACTOR = SCORE1 + SCORE2 + SCORE3.
{SAS Format: FACTOR = SCORE1 + SCORE2 + SCORE3;}

As shown above, this command **excludes** any respondent with a missing value on **any** of the three component variables (listwise deletion of cases) (SPSS Base System, Help, Compute, Numeric Variables). Alternatively, consider:

(Example 2) COMPUTE FACTOR = SUM (SCORE 1 TO SCORE 3).
{SAS Format: FACTOR = SUM (SCORE1, SCORE2, SCORE3);}

In this situation, all cases are **included** as long as they have a "valid" answer on **any one** of the three component variables.

Results from SPSS: SEX_HAR (Listwise Deletion)

	Frequency	Percent
0	18544	63.1
1	3047	10.4
2	1666	5.7
3	1082	3.7
4	769	2.6
5	496	1.7
6	417	1.4
7	296	1.0
8	234	0.8
9	156	0.5
10	105	0.4
11	73	0.2
12	156	0.5
Total	27041	92.1
System Missing	2328	7.9
Total	29369	100.0
Sum (1-12)	8497	

[See App. G, p. 932, for comparison] SEX_HAR_L (Inclusive of all usable responses)

	Frequency	Percent	Difference
0	19083	65.0	539
1	3128	10.7	81
2	1705	5.8	39
3	1113	3.8	31
4	792	2.7	23
5	509	1.7	13
6	429	1.5	12
7	302	1.0	6
8	236	0.8	2
9	163	0.6	7
10	110	0.4	5
11	79	0.3	6
12	156	0.5	0
Total	27805	94.7	764
System Missing	1564	5.3	-764
Total	29369	100.0	
Sum (1-12)	8722		225

There are clearly advantages and disadvantages to each of these approaches. The second approach includes all information that represents a "usable" answer on any question, whereas the

first approach excludes all of those not answering all three questions. However, in the more inclusive approach we are left to wonder why respondents answered some questions but not others. The difference is shown above, based on an assessment of the twelve variables identified as relevant to sexual harassment:

There are some very interesting differences illustrated above. In 539 cases, respondents indicated "Never" on at least one of the twelve items, but did not answer all of them. Another 81 cases provided an "experienced" the situation on one of the twelve items, but did not provide an answer on all twelve questions. Cumulatively, the "inclusive" approach adds 764 cases to the measurement, with 225 providing some evidence of harassment experience.

An additional issue relates to how the "respondents" who have no usable information on any of the component variables are classified. Most researchers choose to make these cases "missing," excluding them from any further analysis. As shown by studying Appendix G, however, DMDC opted to include all such respondents in the "Never Experienced" category. This is a result of using "ELSE" as the criterion for identifying those classified as "Not Experiencing" any sexual harassment situation (see Appendix I, p. I-7: ELSE SEXHAR = 1;). The alternative approach is to specify the category as including those who answered "Never" to all of the component questions.

Finally, there is a research question about when a reported experience should be "counted" as sexual harassment. Given the focus on "unwanted, uninvited, and in which you did not participate willingly," is a reported experience to be considered harassment, or must the respondent also classify the event as sexual harassment? The differences are illustrated below.

	Reported Experienced Harassment Situation				**[App. G, p. 933, SEXHAR] Experienced and Labeled**	
	"Listwise "		"Inclusive "			
	N	Percent	N	Percent	N	Percent
No Experience	18544	68.58	19083	68.63	26352	89.73
Some Exper.	8497	31.42	8722	31.37	3017	10.27
Total	27041	100.00	27805	100.00	29369	100.00
(Missing)	2328		1564		0	

As shown, the "listwise" versus "inclusive" approaches make little difference in this case. The handling of missing values, however, increased the number classified as having "no experience" substantially and the requirement of "labeling" the experience dramatically decreases the number classified as having some experience.

Unweighted and Weighted Results Using DMDC Approach, Including Missing Values and Counting Only Labeled Experiences.

Unweighted Results

SEXHAR		0 Male	1 Female	Total
1 Not Exp and/or Not Labeled	Count	13987	12365	26352
	% within FEMALE	97.74	82.12	89.73
2 Exp and Labeled	Count	324	2693	3017
	% within FEMALE	2.26	17.88	10.27
Total	Count	14311	15058	29369
	% within FEMALE	100.00	100.00	100.00

Weighted Results

SEXHAR		0 Male	1 Female	Total
1 Not Exp and/or Not Labeled	Count	21352	3672	25024
	% within FEMALE	97.44	80.61	94.55
2 Exp and Labeled	Count	560	883	1443
	% within FEMALE	2.56	19.39	5.45
Total	Count	21912	4555	26467
	% within FEMALE	100.00	100.00	100.00

All results above are based on unweighted computer analyses. When weights are invoked, the overall incidence rate drops further to 5.45 %. However, as shown below the results are quite different for men and women. Focusing on the weighted figures, the estimated incidence of sexual harassment varies from 19.4% to 41.2%. A next question, then, is which measurement approach is more useful in predicting the occurrence of other forms of harassment and, especially, assault?

Unweighted and Weighted Results Excluding All Missing Values and Counting All Reported Experiences

Unweighted Results

		0 Male	1 Female	Total
0 No Experience	Count	10367	8177	18544
	% within FEMALE	78.49	59.11	68.58
1 Some Exper.	Count	2841	5656	8497
	% within FEMALE	21.51	40.89	31.42
Total	Count	13208	13833	27041
	% within FEMALE	100.00	100.00	100.00

Weighted Results

		0 Male	1 Female	Total
0 No Experience	Count	16620	2605	19225
	% within FEMALE	78.07	58.78	74.75
1 Some Exper.	Count	4668	1827	6495
	% within FEMALE	21.93	41.22	25.25
Total	Count	21288	4432	25720
	% within FEMALE	100.00	100.00	100.00

Figures 1 and 2 indicate the impact of including and excluding the missing values as part of both unweighted and weighted analyses by sex of respondent. It is evident that defining sexual harassment as only events that respondents labeled as such reduces the incident rates for both the weighted and unweighted results.

Figure 1: Comparing All Reported Experiences [excluding missing] to Experiences Reported and Labeled by Sex [including missing] (Unweighted Results)

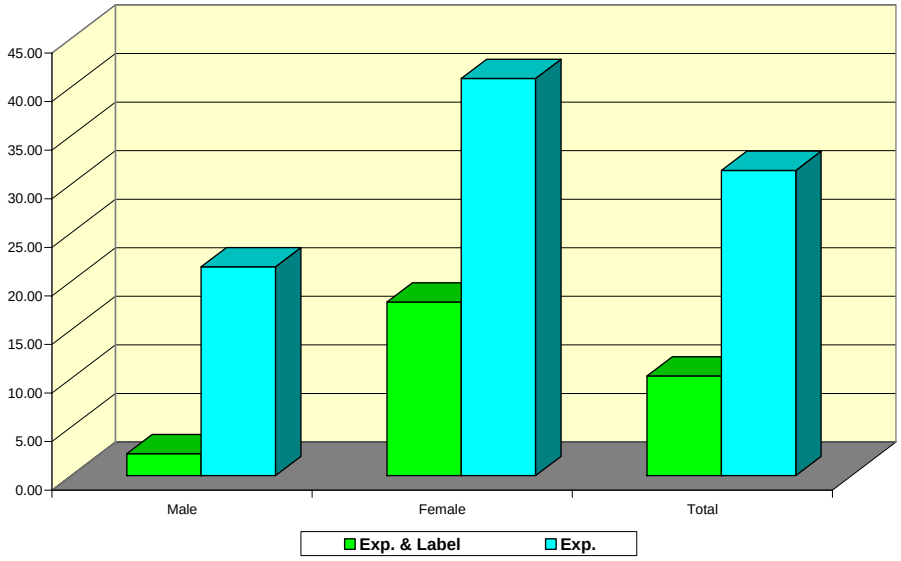
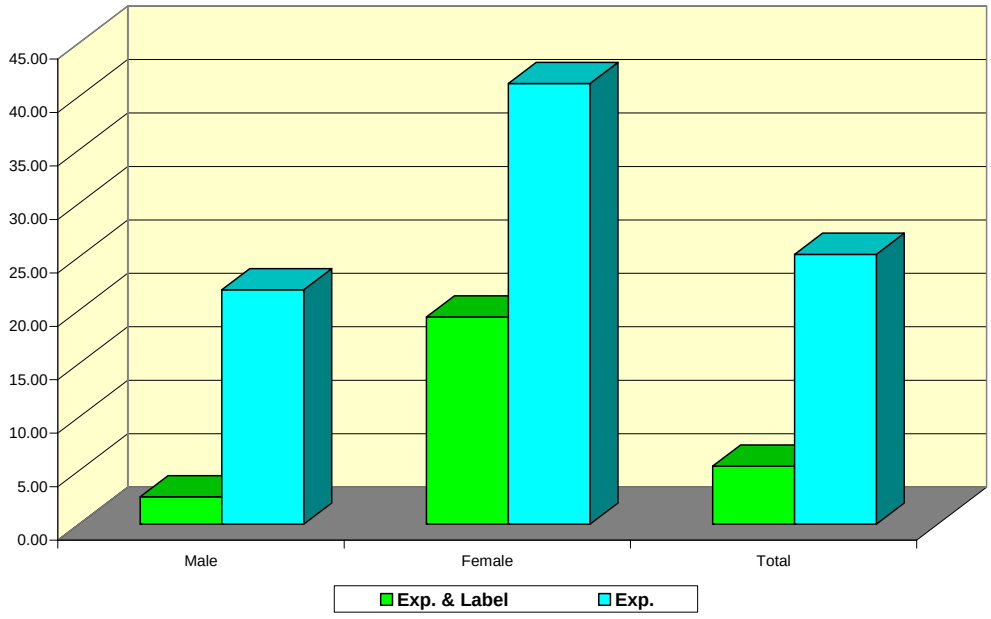


Figure 2: Comparing All Reported Experiences [excluding missing] to Experiences Reported and Labeled by Sex [including missing] (Weighted Results)



Figures 3 and 4 show the impact of including only those cases reported and labeled as harassment on incident rates for women only.

Figure 3: Comparing All Reported Experiences [excluding missing] to Experienced and Labeled [including missing] for Women (unweighted results)

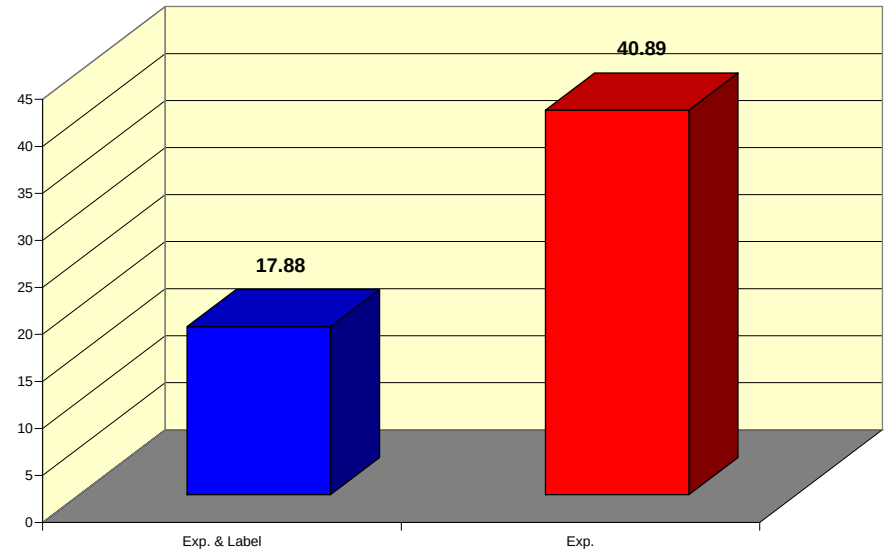
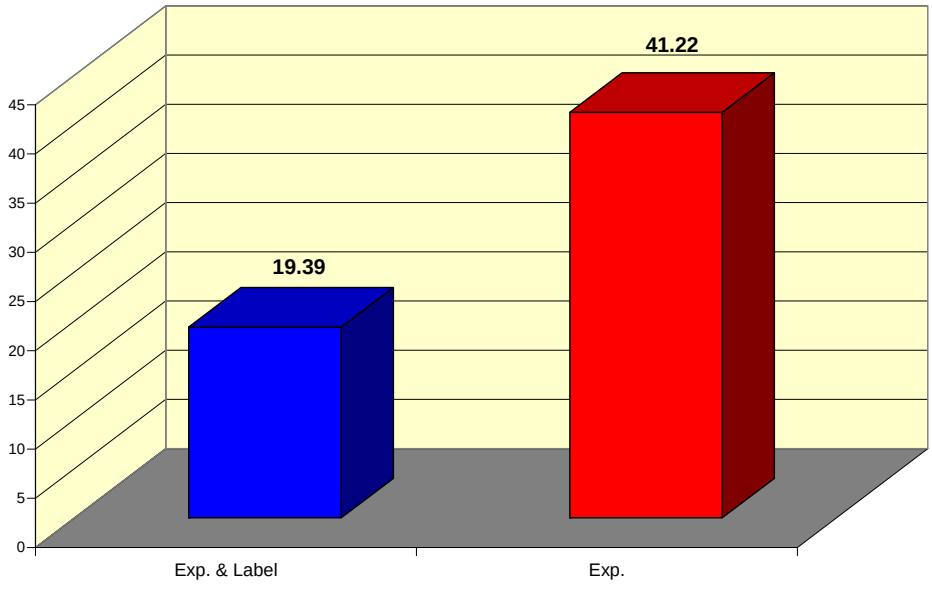


Figure 4: Comparing All Reported Experiences [excluding missing] to Experienced and Labeled [including missing] for Women (weighted results)



Finally, Figures 5 and 6 display the impact of defining harassment as incidents that are both reported and labeled as such for men only.

Figure 5: Comparing All Reported Experiences [excluding missing] to Experienced and Labeled [including missing] for Men (unweighted results)

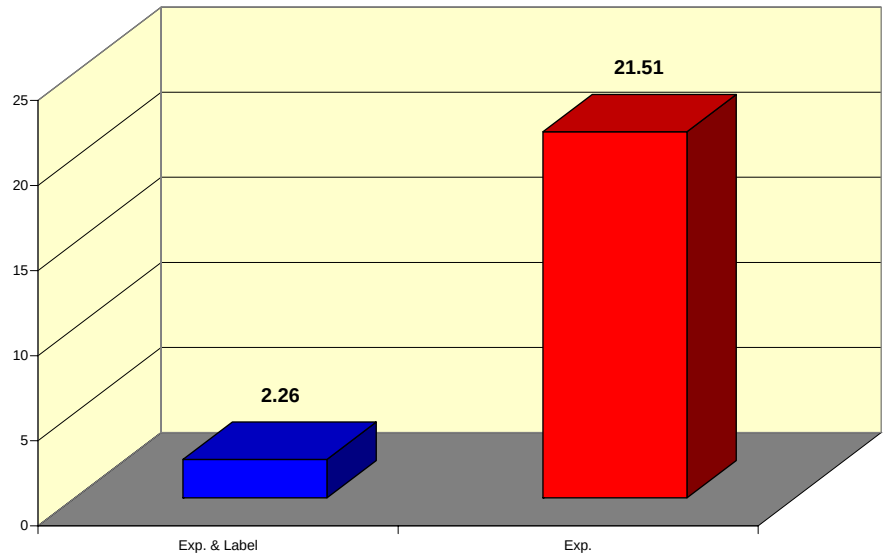
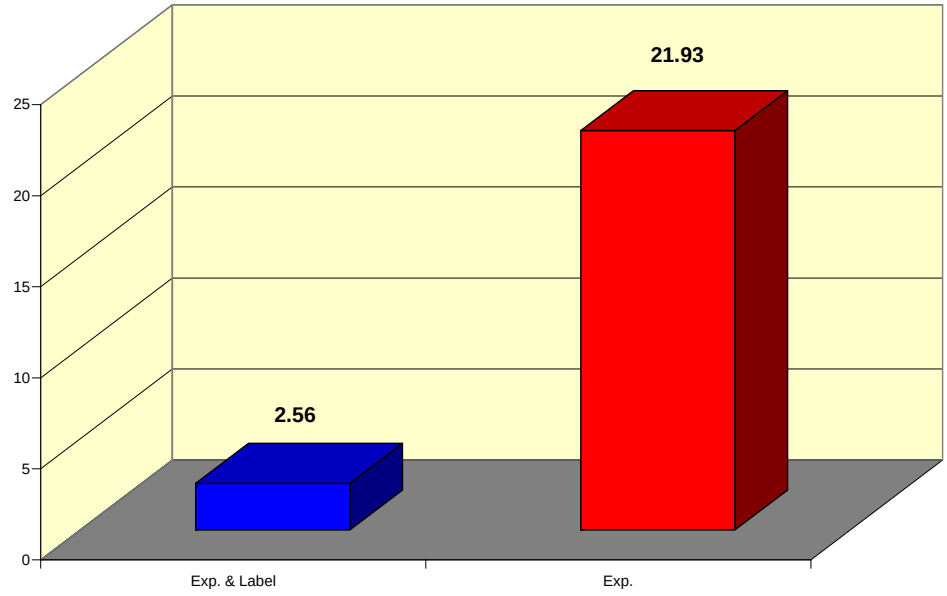


Figure 6: Comparing All Reported Experiences [excluding missing] to Experienced and Labeled [including missing] for Men (weighted results)



The graphs make it abundantly clear that defining harassment as events that are both reported as experienced and labeled as harassment reduces the overall incident rates for both men and for women.

Conclusion

It is clear that measurement of sexual assault is affected by what is asked and how the question is asked. Respondents who do not [or can not easily] follow complicated questions

and/or skip patterns may not provide reliable responses. In addition, if those responding do not take the survey seriously or are too much of a hurry and do not answer each section properly, it can create problems for interpreting results. Also, researcher decisions contribute to how sexual assault is defined and/or incidence rates are determined. Differences in decisions can mean that research findings are not comparable across investigations, which further contributes to confusion about the topic. Understanding the complex processes and factors related to complex, multifactor research on the topic is vital for developing understanding how/when assault occurs and designing effective policies related to interventions and prevention.

Appendix B

Unexpected Results from the "2004 Workplace and Gender Relations Survey of Reserve Components" (WGRR)

Rape Experiences

Some of our preliminary analyses from the "2004 Workplace and Gender Relations Survey of Reserve Components" (WGRR) produced unusual results. We made these discoveries in our effort to develop a good understanding of the basic structure of the data. For example,

> **In this question you are asked about sex/gender related talk and/or behavior that was unwanted, uninvited, and in which you did not participate willingly.**
>
> **How often during the past 12 months have you been in situations involving**
>
> - **Military Personnel – active duty or Reserve**
> - **On- or off-duty (to include off-duty members while in civilian workplaces or community)**
>   - **On- or off-installation or ship; and/or**
>   - **In your military workplace or on your installation/ship**
> - **DOD Civilian Employees and/or Contractors**
>   - **in your military workplace or on your installation/ship**
>
> **Where one or more of these individuals (of either gender)**
>
> **Had sex with you without your consent or against your will?**

Response categories included very often, often, sometimes, once or twice or never. To begin with, there are conceptual problems with the question—it is at least triple barreled unless researchers believe the environmental context of the rape as well as whether the perpetrator was civilian or military are not considered important. Overall, it is a complex question with several embedded contingencies which sometimes makes it difficult for those responding to follow the question. A follow-up question then asks:

> **Think about the situation(s) you experienced during the past 12 months that involved the behaviors you marked in Question 57 [the question above]. Now pick the SITUATION THAT HAD THE GREATEST EFFECT ON YOU.**
>
> **What did the person(s) do during this situation? *Mark one answer for each behavior.***

Each of the situations in the first question (noted above) was repeated, and respondents were asked to mark whether the person "did this" or "did not do this." Again this is a complicated response pattern which demands respondents are paying attention and understand the pattern of the answer. It seems clear from any even casual perusal of the literature on rape, that the event has considerable psychological and physical impact on victims, and that one might expect that those few who experience it would consider rape to be one of the "situations that had the greatest effect" (Campbell, et al., 2003; Harned, et al., 2002; Ormerod, et al., 2005; Rosen, et al., 2003; Sadler, et al., 2003). However, as Table 1 indicates (and much to our surprise), there

was not one response category where the respondent claimed s/he had experienced rape where 100% of them selected that experience as one of those that had the greatest effect. Even among the few saying they had experienced rape very often (N=17) less than three-fourths (70.59%) said it was one of the experiences that had the greatest effect. Furthermore, among those who had experienced some type of inappropriate gender related behavior, but who said they did not experience rape, 0.2 percent claimed it was one of the situations that had the greatest effect. That is about 19 respondents. As illustrated in Table 2, these findings are true for both men and women.

Table 1: Frequency Respondent Said S/he Experienced Rape by Whether S/he Considered It One of the Experiences that had the Greatest Effect on Her/him

		Frequency Experienced Rape					
		Never	Once or Twice	Sometimes	Often	Very Often	Total
Sitation had most Effect	No	99.80	36.49	78.46	61.54	29.41	98.96
	Yes	0.20	63.51	21.54	38.46	70.59	1.04
	Total	100	100	100	100	100	100
	N	9097	74	65	13	17	9266

Table 2: Frequency Respondent Said S/he Experienced Rape by Whether S/he Considered It One of the Experiences that had the Greatest Effect on Her/him by Sex

		Frequency Experienced Rape				
Sitation had most Effect		Never	Once or Twice	Sometimes	Often	Very Often
Males	No	99.93	86.67	87.18	87.50	33.33
	Yes	0.07	13.33	12.82	12.50	66.67
	Total	100.00	100.00	100.00	100.00	100.00
	N	2827	15	39	8	6
Females	Yes	99.74	23.73	65.38	20.00	27.27
	No	0.26	76.27	34.62	80.00	72.73
	Total	100.00	100.00	100.00	100.00	100.00
	N	6270	59	26	5	11

There are some differences based on sex of respondent. Note that of the men who said they had experienced some form of inappropriate gender behavior but had not experienced rape, only .07% (N=2) said that the rape was one of the experiences that had the greatest effect. Among women with comparable response patterns, .26% (N=16) said it was one of the experiences that had the greatest effect. Furthermore, women in all frequency response categories were more likely than men to say the rape was one of the experiences that had the greatest effect; the difference is striking for the "once or twice" category (men = 13.33%; women = 76.27%). It is interesting that the percentage saying it was one of the experiences with the greatest impact dropped from 76.2% to 34.62% for women in the "sometimes" category compared to "once or twice." There was a small decrease for men also (13.33%, "once or twice"; 12.82%, "sometimes"). The findings for women could question their interpretation of the meaning of "sometimes" compared to the other response categories, especially since the next category "often" increases back up to 80%.

Experienced Harassment by Whether Labeled as Harassment

Table 3 indicates the number (none, one, or two) of environmental harassment experiences (as coded by Harris and Firestone, 2007) reported by whether or not the respondent labeled none, one or both of them as harassment. The inconsistencies relate to those who said they did not experience either form of environmental harassment (the "No" response), who then said they labeled at least some of the experiences as harassment. These respondents could experience *other,* unspecified things and label them as harassment. Close to six percent of men (N=142) and almost one-fourth of women (N=874) were in those categories.

Table 3: Number of Environmental Experiences (0, 1 or 2) by Whether Respondent Labeled Experience Harassment

		Labeled Experience Harassment			
Environmental Experiences		None	Some	Total	N
Males	No	94.27	5.73	100.00	2473
	Yes, 1	91.81	8.19	100.00	343
	Yes, both	68.98	31.02	100.00	2816
Females	No	75.35	24.65	100.00	3547
	Yes, 1	61.54	38.46	100.00	2827
	Yes, both	27.38	72.62	100.00	6374

Figures 1 and 2 display the discrepancies between experiencing individualized harassment and whether the respondent labeled the event as harassment. The bottom bar is quite interesting indicating that slightly more than 12% (12.17%) of women (N=254), and 4.6% of men (N= 140) said they did not experience any of the items coded as individual harassment (coded by Harris and Firestone, 2007) yet said one or more of the experiences was labeled as harassment.

Figure 1: Number of Individualized Harassment Experiences Reported by Whether Experience was Labeled Harassment for Males (%)

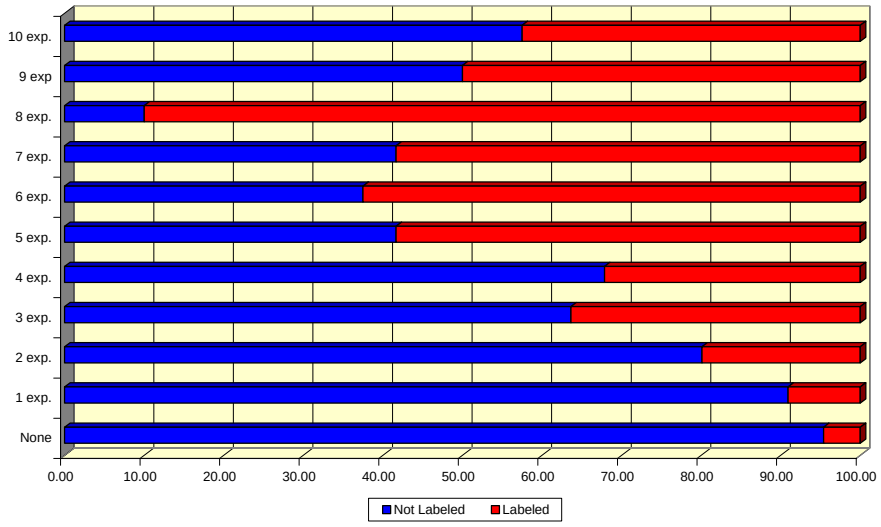
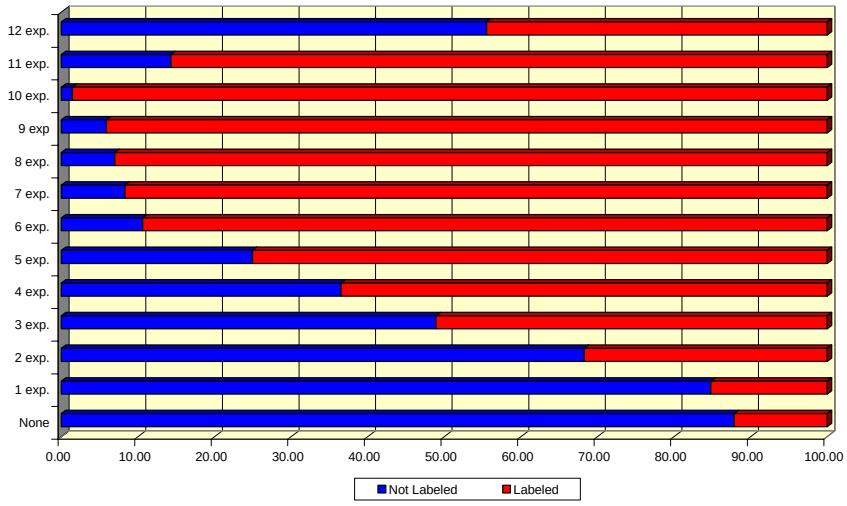


Figure 2: Number of Individualized Harassment Experiences Reported by Whether Labeled as Harassment for Females (%)



While it is not unusual for individuals who experienced an event which would be categorized as sexual harassment not to label them as such it is inconsistent to have individuals reporting no experiences, but labeling "at least some" of them as harassment.

"Other Unwanted Gender-Related Behavior"

One of the responses to the question about gender-based experiences asked respondents about "other unwanted gender-related behavior?" The experiences were not specified, although if respondents included that as one of their experiences they were asked to describe the experience ("*Unless you mark "Never," please describe below*"). Unfortunately, the qualitative responses to this question were not provided. As indicated in Table 4, about 1/3 of the men (32.20%) and well over half of the women (57.67%) who said they experienced this unspecified event labeled it as harassment. The percentage of women respondents (34.08%) who labeled the unspecified events as harassment is higher than those who labeled experiencing rape as harassment (see Table 5). Interestingly, the percentage of men in each case was the same (32.2%). It would be useful to know what types of experiences individuals had in mind when responding to the question to be able to understand these results.

Table 4: Percent Reporting Experiencing Some Unspecified "Other" Gender-Related Behavior by Whether The Experience was Labeled as Harassment by Sex of Respondent (%)

		Labeled Experience Harassment?				
Exp. "Other"		Definitely Not	Probably Not/Uncertain	Probably/Definitely Yes	Total	N
Males	No	53.18	34.76	12.06	100%	1493
	Yes	28.81	38.98	32.20	100%	59
Females	No	25.11	40.80	34.08	100%	4703
	Yes	8.52	33.81	57.67	100%	352

Table 5: Percent Reporting Experiencing Rape by Whether
The Experience was Labeled as Harassment by Sex of Respondent (%)

		Labeled Experience Harassment?				
		Definitely Not	Probably Not/Uncertain	Probably/Definitely Yes	Total	N
1 Males	No	53.18	34.76	12.06	100%	1493
	Yes	28.81	38.98	32.20	100%	59
Females	No	52.26	34.92	12.82	100%	1552
	Yes	25.11	40.80	34.08	100%	4703

Extent of Rape by Did Not Experience Negative Gender-Related Behaviors

Table 6 indicates the percent men and women who reported experiencing rape and also reported telling the perpetrator to stop by whether or not they labeled the experience as harassment. Note that among men who said they experienced rape to a large or very large extent after telling the perpetrator to stop, 42.18% also said they did not experience any type of negative gender-related events, and among women the percentage was 29.2%.

Table 6: Extent to Which Respondents Identified Rape as the Experience that had the Greatest Effect
by Whether TheyTold the Perpetrator to Stop by Sex (%)

		Told Perp to Stop?				
Rape, Greatest Effect		Never	Small/Moderate Extent	Large/Very Large Extent	Total	N
Males	No	42.18	32.27	25.55	100%	1605
	Yes	15.38	38.46	46.15	100%	13
Females	No	29.20	31.74	39.06	100%	5233
	Yes	13.60	25.90	60.50	100%	81

Focusing on the "*One* Situation which had the Greatest Effect"

It is clear from the instruction on the questionnaire, that the follow-up question to the one asking about inappropriate gender-related behaviors was designed to have respondents focus on *the one* event that had the greatest effect on them (see p. 2 above for question wording). It is equally clear that respondents did not understand [or interpret] the instructions correctly. As shown in Table 7, of the 7,013 respondents who said they experienced some form of inappropriate gender-related behavior and responded to the follow-up question, only 1,607 picked *one* situation only. The data in the table represent the sum of whether respondents said they "did not do this" (select the item as the experience with the greatest effect, codes 1–19), whether they responded and picked only one situation (code 20), or whether they responded and picked more than one situation (codes 21-38).

Again, it is likely that the complicated survey structure and skip patterns were confusing to some respondents. Any confusion would be exacerbated if particular respondents were not inclined to pay attention to instructions and/or to take the survey seriously. One outcome of this response pattern is that, when respondents were asked a series of questions meant to focus on the *one* situation which had the greatest effect, but they selected more than one situation, researchers can not tell which situation the respondent had in mind. For example, one questions asks whether the respondent

To what degree was this situation …

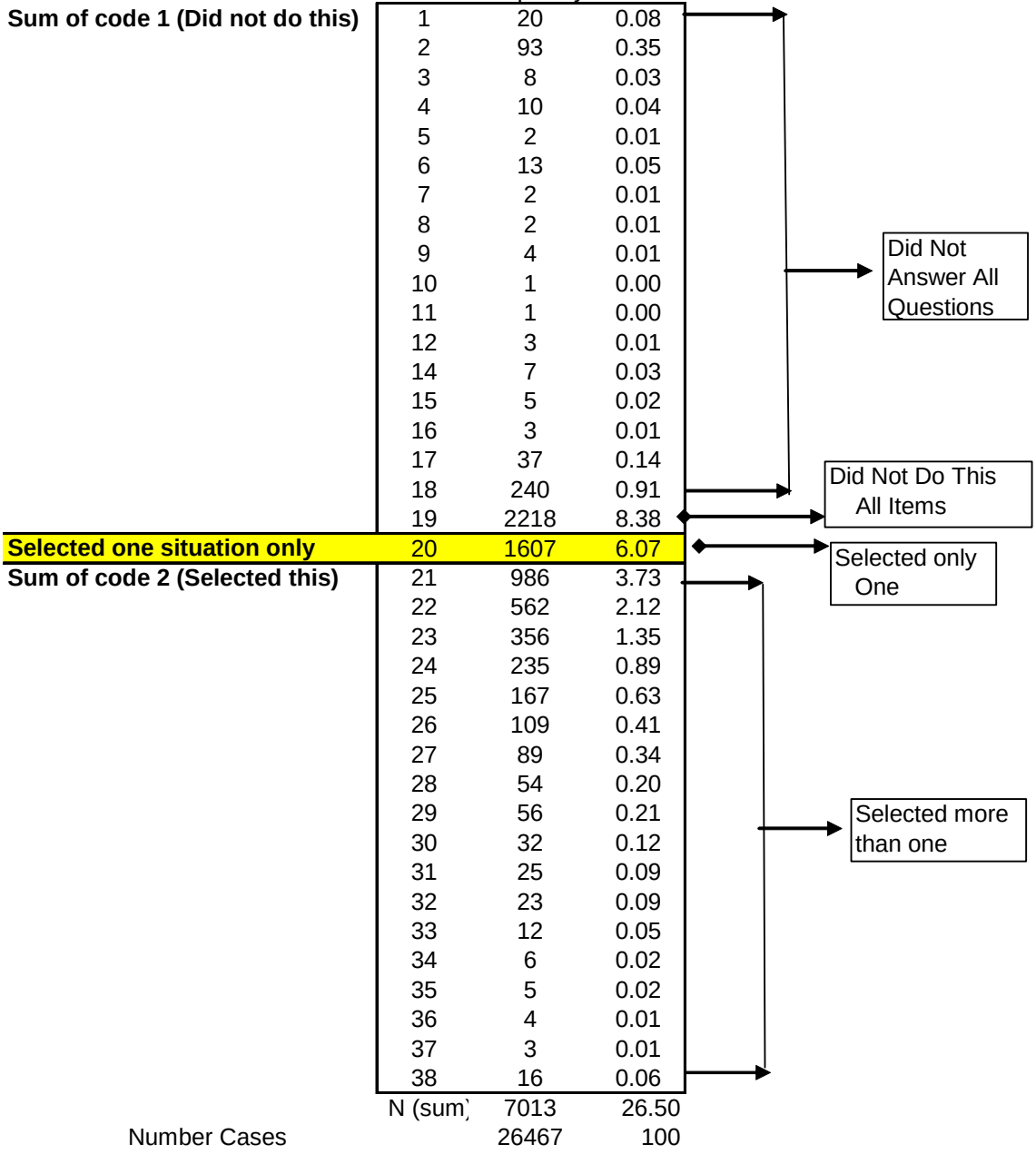
Extremely Very Moderately Slightly Not at all

a. Annoying?
b. Offensive?
c. Disturbing?
d. Threatening?
e. Embarrassing?
f. Frightening?

If the respondent selected more than one situation "which had the greatest effect" there is no way of determining which of those selected, s/he had in mind for each response. This problem is true for the remainder of the questions on the survey.

Table 7: Sum of Responses to Follow-up Question about Which ONE SITUATION had the Greatest Effect

		Frequency	Percent
Sum of code 1 (Did not do this)	1	20	0.08
	2	93	0.35
	3	8	0.03
	4	10	0.04
	5	2	0.01
	6	13	0.05
	7	2	0.01
	8	2	0.01
	9	4	0.01
	10	1	0.00
	11	1	0.00
	12	3	0.01
	14	7	0.03
	15	5	0.02
	16	3	0.01
	17	37	0.14
	18	240	0.91
	19	2218	8.38
Selected one situation only	20	1607	6.07
Sum of code 2 (Selected this)	21	986	3.73
	22	562	2.12
	23	356	1.35
	24	235	0.89
	25	167	0.63
	26	109	0.41
	27	89	0.34
	28	54	0.20
	29	56	0.21
	30	32	0.12
	31	25	0.09
	32	23	0.09
	33	12	0.05
	34	6	0.02
	35	5	0.02
	36	4	0.01
	37	3	0.01
	38	16	0.06
	N (sum)	7013	26.50
Number Cases		26467	100



Mean Scores on Sexist Behavior by Experiencing Rape and defining it as the Situation which had the Greatest Effect

Table 8 indicates the Mean Score on the Reported Sexist Behavior Scale created by Lipari, Lancaster and Jones (2005) which includes four different situations and whether the respondent reported experiencing rape and then defined the rape as the situation which had the greatest effect by sex. The table highlights two things. First, few numbers of women compared to men reported experiencing rape and that it was the situation which had the greatest effect, and very few respondents reported rape (see yellow highlight on table). Those in that category were more likely to report more sexist behaviors when they reported rape occurring "sometimes" compared to "often" or "very often." However, because the numbers of women are so few (only one person at times) these results can not be considered generalizable to the larger active duty force. As discussed earlier, we consider actual rapes are likely highly underreported, especially among women. Furthermore, because few individuals reported more frequent rape should not be used to discredit the suffering these individuals endured.

The data in this table also highlights some of the anomalies discussed above. Notice that several individuals reported experiencing rape, but did NOT select it as the situation which had the greatest effect on them (blue highlight on table). Also a few respondents said they had "never" experienced rape, but it was the experience which had the greatest effect (blue highlight). As we stated earlier, we believe these discrepancies are likely the result of complicated instructions/skip patterns and/or respondents who are not reading carefully, just want to rush through the survey, or perhaps are "gaming" with their answers. Again, we reiterate that some problem responses and few cases do not mean that the experiences did not occur and that those in charge can ignore the results.

Table 8: Mean Score on Reported Sexist Behavior by Whether Reported Rape and Said the Rape had the Greatest Effect by Sex

Rape had Greatest Effect	Raped?		Mean Score, Sexist Beh.	Std. Dev.	Cases
No	Never	Male	0.90	1.03	2797
		Female	1.98	1.42	6193
	Once or twice	Male	2.23	1.79	13
		Female	2.64	1.45	14
	Sometimes	Male	4.00	0.00	34
		Female	4.00	0.00	17
	Often	Male	3.71	0.76	7
		Female	4.00	.	1
	Very often	Male	3.50	0.71	2
		Female	2.67	1.15	3
Yes	Never	Male	3.00	1.41	2
		Female	2.67	1.35	15
	Once or twice	Male	4.00	0.00	2
		Female	2.57	1.40	44
	Sometimes	Male	4.00	0.00	5
		Female	3.88	0.35	8
	Often	Male	3.00	.	1
		Female	4.00	0.00	4
	Very often	Male	2.33	2.08	3
		Female	3.25	1.49	8
Total	Never	Male	0.90	1.03	2799
		Female	1.98	1.42	6208
	Once or twice	Male	2.47	1.77	15
		Female	2.59	1.40	58
	Sometimes	Male	4.00	0.00	39
		Female	3.96	0.20	25
	Often	Male	3.63	0.74	8
		Female	4.00	0.00	5
	Very often	Male	2.80	1.64	5
		Female	3.09	1.38	11

F = 73.889; p = .000; Yellow highlights very small numbers of cases; blue highlights anomalous results

Differences in Incidence of Harassment between DMDC Report and Harris and Firestone Results

Finally, we wondered why our results indicating the incidence of harassment experiences were different from the results published by DMDC (Lipari, Lancaster and Jones, 2005). For example, Lipari, Lancaster and Jones (2005:39) reported that 19% of women and 3% of men reported sexual harassment. In completing our analyses, we found that 41.6% of women and about 22.1% of men reported such experiences. We discovered that Lipari and her colleagues had created three separate measures of different types of behaviors which would constitute sexual harassment – crude/offensive behavior; unwanted sexual attention and unwanted sexual coercion. Their report indicates that 38% of women and 21% of men experienced crude/offensive behaviors; 22% of women and 4% of men reported experiencing sexual attention, and 7% of women and 2% of men reported sexual coercion (Lipari, Lancaster and Jones, 2005: 39.) We believed that these more refined categories could be useful in clarifying the relationships among sexual harassment, sexist behavior and sexual assault. Therefore, we attempted to replicate their findings. However, other conceptual problems made replication extremely difficult. Based on the SAS command lines included with the data file, Lipari and her colleagues only included *individuals who said they experienced and then labeled an event as harassment* in their incidence rate. Since data are clear that many events which would clearly be

deemed sexual harassment by targets are not always labeled as such by targets (Firestone and Harris, 2007; Loredo and Deaux, 1995; Magley and Shupe, 2005; Whatly and Wasieleski, 2001), this process would likely undercount harassment experiences (and may make the military reserves look better than expected).

In the process of excluding individuals who experienced, but did not label an event as harassment, Lipari and her colleagues added those individuals to those labeled "not experiencing any unprofessional, gender-related behaviors" because both groups were given the same code value (0). Furthermore, the code of 0 is also the code given to those who did not return a survey. By inflating the number of those labeled "not experiencing" any harassment, these processes will exacerbate the problem described above even more.

Conclusion

In completing preliminary analyses of the "2004 Workplace and Gender Relations Survey of Reserve Components" (WGRR), we found some seemingly anomalous results. We have described them above. Most of the ones related to individuals giving inconsistent responses are likely due to the complicated question/statement structures and skip patterns within the survey. However the reported incidence of harassment is clearly an artifact of the recoding decisions made by the researchers producing the DMDC report (Lipari, Lancaster and Jones, 2005). It may be pure happenstance that those decisions tend to underreport the incidence of harassment and make the reserve component of the military look better than the anecdotal stories would lead one to believe.

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Appendix C

Prevalence of Reported Incidents of Unprofessional, Gender-Related Behaviors by Sex of Respondent

In this research brief we present data about the prevalence of the unprofessional, gender-based behaviors reported by respondents to the "2004 Workplace and Gender Relations Survey of Reserve Components" (WGRR). In addition, we analyze whether or not men and women labeled the three most prevalent incidents as sexual harassment. Because overall incidence rates, especially of the more egregious forms of negative behaviors, tend to be small, we present the numbers of men and women who reported various incidents. We weight responses to the survey by the full weight developed by the DMDC research team (Lipari, Lancaster and Jones, 2005, Appendix G: 1209-1560; Reimer, 2005) to inflate the numbers of cases to their actual representation in the active duty force.

Variable Construction

Some of the items included in the survey might be classified as sexist behavior or sexual discrimination but not be included as items that could be construed as sexual harassment. The five items classified in this category are identified in the figure below with the label "Sxst" in the figure. Two items are identified as likely to be public, falling into the environmental category and identified with the label "Env." Finally, 12 items are labeled "Ind" for individualized harassment (Firestone and Harris; 1994; 1997; 1999; 2001; 2003). The environmental and individual harassment items, as "uninvited" and "unwanted" experiences in which the respondents did not participate willingly, fall into the realm of sexual harassment behaviors. Once a respondent has said "no" to such behaviors (the so called "free pass"), repeated behaviors are subject to legal or disciplinary action.

where one or more of these individuals (of either gender) . . .

	Very often	Often	Sometimes	Once or twice	Never
a. Repeatedly told sexual stories or jokes that were offensive to you? . . .	☐	☐	☐	☐	☐
b. Referred to people of your gender in insulting or offensive terms?	☐	☐	☐	☐	☐
c. Made unwelcome attempts to draw you into a discussion of sexual matters (for example, attempted to discuss or comment on your sex life)?	☐	☐	☐	☐	☐
d. Treated you "differently" because of your gender (for example, mistreated, slighted, or ignored you)?	☐	☐	☐	☐	☐
e. Made offensive remarks about your appearance, body, or sexual activities?	☐	☐	☐	☐	☐
f. Made gestures or used body language of a sexual nature that embarrassed or offended you?	☐	☐	☐	☐	☐
g. Made offensive sexist remarks (for example, suggesting that people of your gender are not suited for the kind of work you do)?	☐	☐	☐	☐	☐
h. Made unwanted attempts to establish a romantic sexual relationship with you despite your efforts to discourage it?	☐	☐	☐	☐	☐
i. Put you down or was condescending to you because of your gender?	☐	☐	☐	☐	☐
j. Continued to ask you for dates, drinks, dinner, etc., even though you said "No"?	☐	☐	☐	☐	☐

57. Continued

	Very often	Often	Sometimes	Once or twice	Never
k. Made you feel like you were being bribed with some sort of reward or special treatment to engage in sexual behavior?	☐	☐	☐	☐	☐
l. Made you feel threatened with some sort of retaliation for not being sexually cooperative (for example, by mentioning an upcoming review)? .	☐	☐	☐	☐	☐
m. Touched you in a way that made you feel uncomfortable?	☐	☐	☐	☐	☐
n. Made unwanted attempts to stroke, fondle, or kiss you?	☐	☐	☐	☐	☐
o. Treated you badly for refusing to have sex?	☐	☐	☐	☐	☐
p. Implied faster promotions or better treatment if you were sexually cooperative?	☐	☐	☐	☐	☐
q. Attempted to have sex with you without your consent or against your will, but was not successful? . . .	☐	☐	☐	☐	☐
r. Had sex with you without your consent or against your will?	☐	☐	☐	☐	☐
s. Other unwanted gender-related behavior? *Unless you mark "Never," please describe below.*	☐	☐	☐	☐	☐

After variables were constructed to identify whether respondents were ever harassed, or reported either environmental or individualized harassment, each scale was dichotomized with one indicating respondent reported at least one of that type of experience. Prior to analysis, all data were weighted by a normalized version of the final weight provided by DMDC (Lipari, Lancaster and Jones, 2005, Appendix G: 1209–1560; Reimer, 2005). Because the final weight variable created by DMDC inflates the number of cases to bring them up to estimated force structure, for most of the analyses presented, we normalized the final weight by dividing by the mean weight, retaining estimates of the approximate total number of cases in the original survey. This normalization process creates proportionate representation of respondents relative to their position in the active duty military population. For the final analysis examining actual number of cases, we employ the full weight to represent actual numbers based on estimated force structure.

Number of Individualized Harassment Events and whether Situation was Labeled Harassment

Figures 2 and 3 present the number of individualized harassment experiences reported by men and women separately. As indicated in Figure 1, up until eight reported experiences, each additional incident meant that the situations were more likely to be labeled sexual harassment. When eight different types of experiences were reported, about ninety percent of male respondents labeled at least some of the events as sexual harassment. When nine types are reported, the percent labeling at least some of them as sexual harassment drops to fifty percent, and when all ten are reported, it drops to about forty percent (42.5%). For women (Figure 3) the pattern is close to monotonic - each additional report of individualized harassment though nine events lead to an increase in the percentage who labeled at least some of the events as harassment. When nine individualized harassment event were report close to 99% of respondents (98.57%) labeled at least some of the situations as harassment. When ten situations were reported, the percentage labeling at least some as harassment drops to 85.71%.

Figure 2: Number of Individual Harassment Events Experienced and Labeled as Harassment for Men

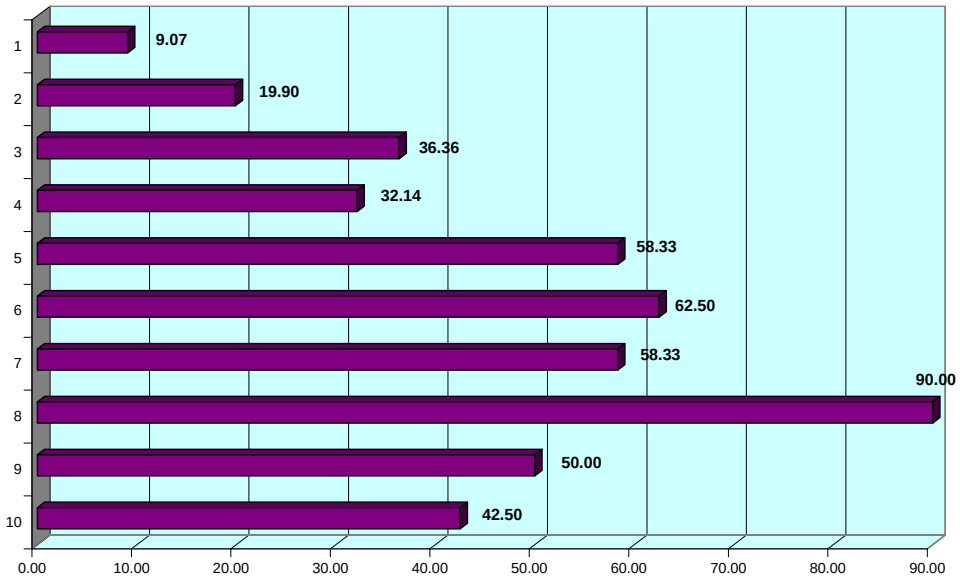
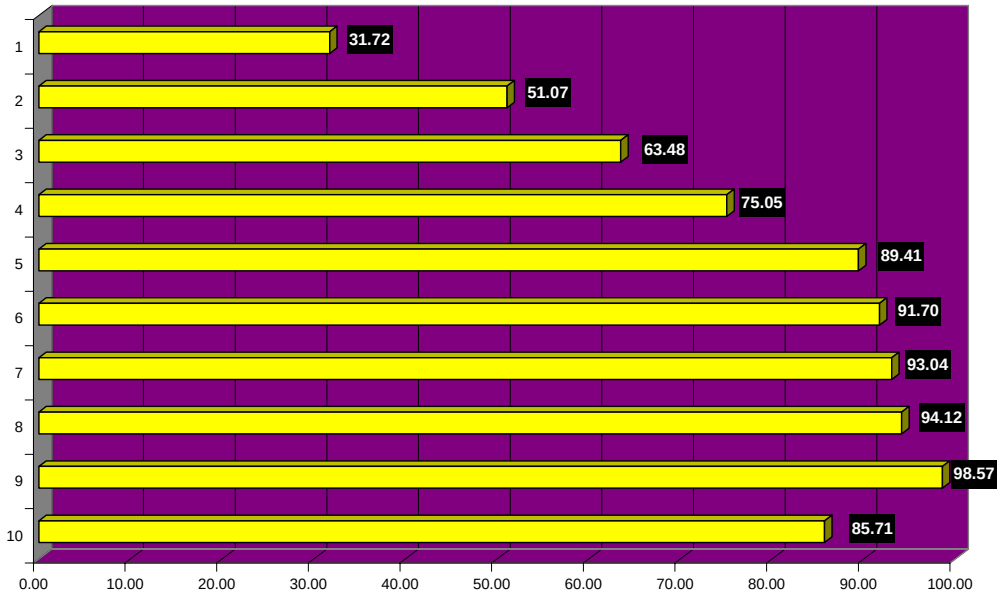


Figure 3: Number of Individual Harassment Events Experienced and Labeled as Harassment for Women



Number of Environmental Harassment Events and whether Situation was Labeled Harassment

We classified two of the items on the survey as environmental harassment. Table 1 displays the cross-tabulation of number of environmental harassment situations reported by whether the situation was labeled harassment by sex. As indicated, for men the percentage classifying at least one of the events as harassment when both situations were reported was four times as high (31.02%, compared to 8.19%). For women, the percentage labeling at least one of the events as harassment when both situations were reported almost doubled, from 38.46% to 72.62%. Note the much higher percentages of reported environmental harassment by women compared to men. A much higher percentage of women were likely to label the situations as harassment compared to men as well.

Table 1: Number of Environment Harassment Events Experienced and Whether Labeled as Harassment by Sex

		Labeled Harassment	
	# Env. Har.	**None**	**Some/All**
Males	**None**	94.27	5.73
	1	91.81	8.19
	2	68.98	31.02
	N	2473	343
Females	**None**	75.35	24.65
	1	61.54	38.46
	2	27.38	72.62
	N	3547	2827

Prevalence of Event Which had the Greatest Effect

For the analysis presented in Figures 4 and 5, we focus on the 1,607 individuals who selected only *one* event as the one that had the "greatest effect" on them. The figures show the prevalence of the *one* event that had the greatest effect for men and women separately. As indicated, among the men who only selected one situation as the one having the greatest impact on them, offensive jokes were by far the most frequently selected (44.58%). The second (15.85%) most frequently selected situation was that they were "drawn into conversations about sexual matters (for example, attempted to discuss or comment on your sex life) against [their] will." The third (14.17%) most frequently reported situation was that "offensive remarks about [their] appearance, body or sexual activities" were made.

Figure 4: Prevalence of Unprofessional, Gender-Related Behaviors Which had the Greatest Impact for Men (%)

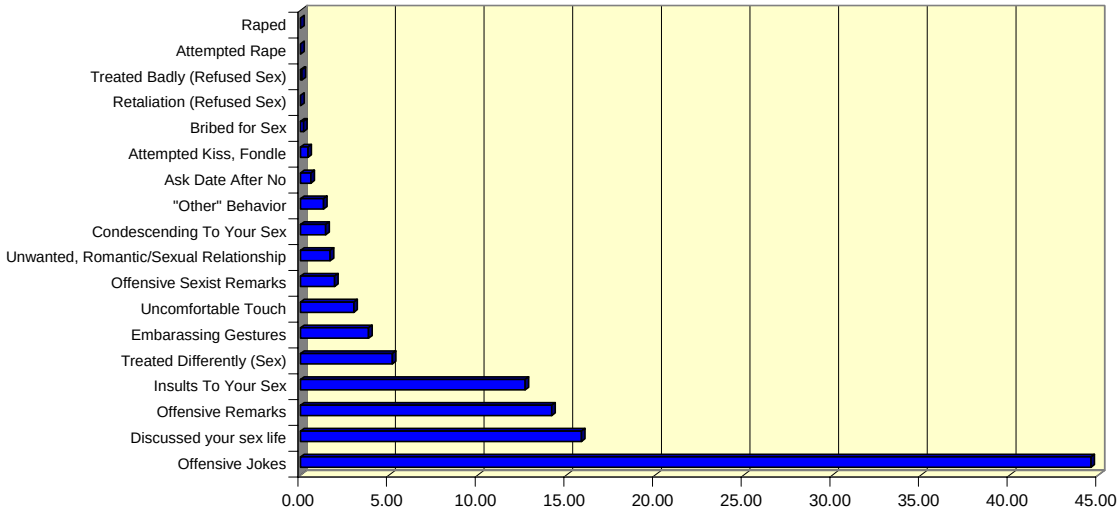
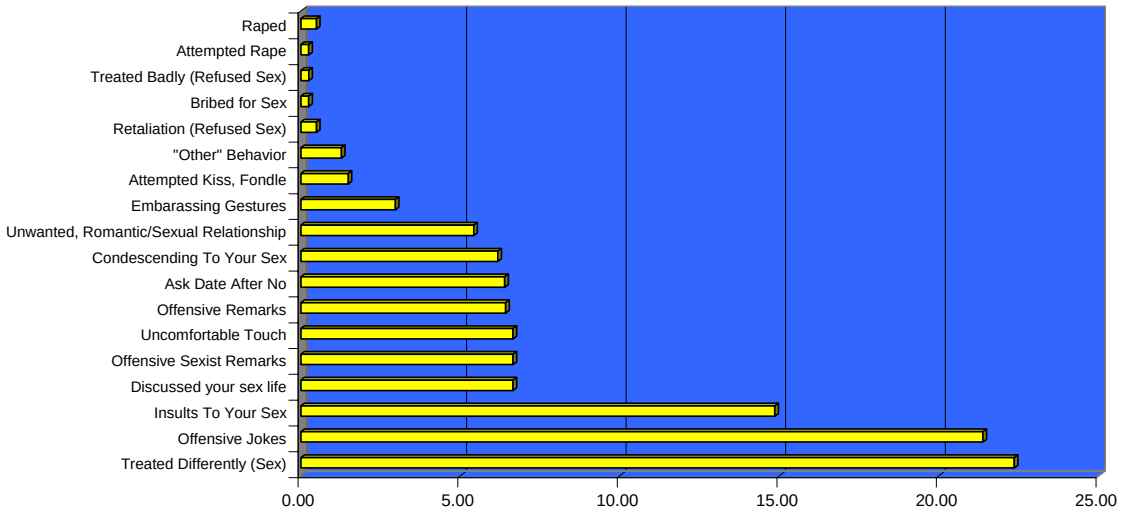


Figure 5: Prevalence of Unprofessional, Gender-Related Behaviors Which had the Greatest Impact for Women (%)



As indicated in Figure 5, among women who selected *one* situation as the one having greatest effect, the highest percentage (22.36%) selected that they "were treated differently

because of their gender (for example, mistreated, slighted, or ignored you)." The second highest percentage (21.38%) selected offensive jokes, and the third highest (14.85%) selected "referred to people of your gender in insulting or offensive terms." It is interesting that all three of the situations with the highest percentages selected by men constitute legal definitions of either environmental or individualized harassment. However, only one of the top three selected by women could be defined as sexual harassment. The other two represent sexist behavior.

Table 2 indicates the percentage for the top three situations with the greatest impact for women and whether the respondent labeled the situation as harassment by sex. Interestingly, about 5% of men and 25% of women labeled the situation as sexual harassment.

Table 2: Three Events Most Frequently Selected as the One with the Greatest Effect for Women and WhetherThey were Labeled Sexual Harassment

Panel A: Treated Differently Based on Sex

		Labeled Harass?	
Treated Differently		None	Some/All
Males	No	95.77	4.23
	Yes	88.89	11.11
	N	32518	1689
Females	No	83.35	16.65
	Yes	76.49	23.51
	N	9397	2254

Panel B: Heard Offensive Jokes

		Labeled Harass?	
Offensive Jokes		None	Some/All
Males	No	95.51	4.49
	Yes	94.71	5.29
	N	32333	1689
Females	No	84.07	15.93
	Yes	75.42	24.58
	N	9414	2292

Panel C: Heard Insults about Your Sex

		Labeled Harass?	
Insults about Your Sex		None	Some/All
Males	No	94.65	5.35
	Yes	95.73	4.27
	N	32414	1689
Females	No	83.49	16.51
	Yes	75.67	24.33
	N	9390	2293

Table 3 displays the top three situations with the greatest impact for men and whether the respondent labeled the situation as harassment by sex. Between 4% and 7% of men labeled the situations they reported as sexual harassment, while between 24% and 37% of women labeled them sexual harassment. [Note: We are not sure what the percentage who were in the "not

experienced" but "labeled some/all as harassment" cell indicates]. It does seem clear that neither men nor women are absolutely clear about what types of situations could be defined as sexual harassment.

Table 3: Three Events Most Frequently Selected as the One with the Greatest Effect for Men and WhetherThey were Labeled Sexual Harassment

Panel A: Heard Offensive Jokes

		Labeled Harass?	
Offensive Jokes		None	Some/All
Males	No	95.51	4.49
	Yes	94.71	5.29
	N	32333	1689
Females	No	84.07	15.93
	Yes	75.42	24.58
	N	9414	2292

Panel B: Discussed Your Sex Life

		Labeled Harass?	
Discussed Sex Life		None	Some/All
Males	No	96.34	3.66
	Yes	92.83	7.17
	N	32542	1689
Females	No	85.50	14.50
	Yes	63.59	36.41
	N	9401	2283

Panel C: Offensive Remarks about Your Appearance/Body/Sexual Activities

		Labeled Harass?	
Offensive Remarks		None	Some/All
Males	No	94.99	5.01
	Yes	95.77	4.23
	N	32542	1647
Females	No	84.45	15.55
	Yes	63.12	36.88
	N	9410	2292

Number of Men and Women Reporting Various Unprofessional Gender-Related Behaviors/Rape, Weighted to Represent Active Duty Force

Because the percentages of individuals reporting unprofessional, gender-related behaviors and sexual harassment are often quite small in comparison to those that do not report such situations, we sometimes forget that real individuals are involved in those reports. Table 4 presents the number of men and women, weighted to represent the active duty force structure (Lipari, Lancaster and Jones, 2005, Appendix G: 1209–1560; Reimer, 2005) who reported the top five situations which had the greatest effect for women and for men [offensive jokes was the

top ranked for men, and second ranked for women] as well as those reporting attempted and actual rape.

Table 4: Number of Men and Women Reporting Various Unprofessional Gender-Related Behaviors/Rape, weighted to Represent Active Duty Force

	Males	Females	Total
Treat Differently			
Number Reporting	**30503**	**35816**	**66319**
Offensive Jokes			
Number Reporting	**98484**	**39076**	**137560**
Insults About Your Sex			
Number Reporting	**76309**	**40424**	**116733**
Discussed Your Sex Life			
Number Reporting	**70292**	**28898**	**99190**
Offensive Remarks about Your Appearance/Body/Sexual Activities			
Number Reporting	**49389**	**26046**	**75435**
Attempted Rape			
Number Reporting	**4861**	**2392**	**7253**
Actual Rape			
Number Reporting	**3924**	**1059**	**4983**

Using numbers of cases puts these situations in perspective with respect to thinking about actual military members. More than 35,000 women and 30,000 men reported being treated differently because of their sex. Close to 100,000 men and 40,000 women reported hearing jokes that offended them. More than 76,000 men and 40,000 women reported hearing insults against their sex; over 70,000 men and close to 30,000 women reported others attempting to converse with them about the sexual matters against their will. Close to 50,000 men and over 26,000 women reported hearing offensive remarks about their appearance, body, or sexual activities. Finally, more than 4,800 men and 2,300 women reported attempted rape, and close to 4,000 men and more than 1,000 women reported actual rapes.

Conclusion

While we would expect more men than women to experience such behaviors because of the sex structure of the armed forces, however based on past literature, men would be expected to be less likely than women to report such experiences even on "anonymous" surveys. Within the masculine culture of the military, women may be inhibited from reporting such behaviors because they do not want to be labeled as "troublemakers" or "outsiders." Thus, it seems likely that situations in general may be underreported. It seems very likely that individualized and environmental harassment, sexist behavior and sexual assault are still important issues for military leaders, whether active duty or reserves, to attempt to manage.

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